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Policy Statement Quality, Health, Safety and Environment (QHSE)

The management of Vroom has fully integrated quality, occupational health and safety, and environmental care into its corporate policy. This policy aims to ensure continuous improvement and to guarantee that our organization operates safely, healthily, and in an environmentally responsible manner.

1. Policy on Safety, Health and Environment (SHE)

Within our organization, working in accordance with SHE guidelines is the standard. The policy has been established to ensure that all our employees - permanent, temporary, and contracted - can work safely, healthily, and in an environmentally responsible way, both in word and deed.

The SHE policy forms an integral part of the overall company policy and specifically focuses on:

- continuously improving working conditions;
- reducing absenteeism and unwanted employee turnover;
- preventing depletion of natural resources.

To support these goals, we are actively committed to preventing personal injury and material or environmental damage. Furthermore, we strive to minimize psychosocial workload (PSA) at its source, including preventing discrimination, sexual harassment, aggression, violence, bullying, and excessive work pressure.

The instruments and resources used to achieve this include:

- optimal working conditions and safe work environments;
- appropriate work equipment and personal protective equipment;
- targeted training, education, and instructions;
- personal guidance, for example in cases of illness or reintegration;
- the application of innovations in the field of SHE;
- the implementation and maintenance of a quality management system.

2. Policy on Quality

We are fully committed to continuously meeting the requirements and expectations of our customers regarding our products and services. Our aim is to always deliver the highest possible quality.

We achieve this by:

- carefully listening to the needs, requirements, and expectations of customers;
- implementing and maintaining a quality management system;
- applying certification for manufactured semi-finished products (such as KOMO certification or equivalent);
- actively monitoring and minimizing failure costs.

3. Endorsement

This policy statement:

- applies to all companies operating under Vroom Holding;
- is published on the intranet, included in the SHE instruction and training materials, and is freely available to all stakeholders;
- is reviewed at least once every three years, or earlier if incidents, accidents, or other relevant circumstances require an update.

Oosthuizen, 29 January 2026

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